## **SUMMARY FORM**

## COLLECTIVE BARGAINING AGREEMENT PUBLIC SECTOR / NON-POLICE & NON-FIRE

| Public Employer:                                                                                                                                                                                                                                                                                                                                                                                   | Township of Delac                                                                     | uco                                                                                                             |                                                           |                                                                | County Burlingto                        | n                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------------------|-----------------------------------------|------------------|
| Employee Organization                                                                                                                                                                                                                                                                                                                                                                              | Communications Workers of America, AFL-CIO Employees in Unit: 5                       |                                                                                                                 |                                                           |                                                                |                                         |                  |
| Base Year Contract Term:                                                                                                                                                                                                                                                                                                                                                                           |                                                                                       |                                                                                                                 |                                                           |                                                                |                                         |                  |
| Type of Settlement:                                                                                                                                                                                                                                                                                                                                                                                | ☐ Mediated Settle                                                                     |                                                                                                                 | ect-Finder Recomme                                        |                                                                |                                         |                  |
| Type or demendic                                                                                                                                                                                                                                                                                                                                                                                   | Mediated Series                                                                       |                                                                                                                 | ect-rinder Recomme                                        | ndstien Li                                                     | ☑ Voluntary Settlement ☐ Su             | per Conciliation |
|                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                       |                                                                                                                 |                                                           | umn A<br>- Total Costs                                         | Column B<br>New Base Yeer - Total Costs |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                       |                                                                                                                 |                                                           | avious egreement)                                              | (First Year of Successor agreement)     |                  |
| ection II: Economic                                                                                                                                                                                                                                                                                                                                                                                |                                                                                       |                                                                                                                 |                                                           |                                                                |                                         |                  |
| tiem 1 Sal                                                                                                                                                                                                                                                                                                                                                                                         | lary                                                                                  | <u> </u>                                                                                                        | \$246,064                                                 |                                                                | \$249,808                               | _                |
| item 2 <u>Inc</u>                                                                                                                                                                                                                                                                                                                                                                                  | rement                                                                                |                                                                                                                 |                                                           |                                                                | \$9,984                                 |                  |
| Item 3 Lor                                                                                                                                                                                                                                                                                                                                                                                         | ngevity                                                                               | _                                                                                                               | \$5,904                                                   |                                                                | \$240                                   | _                |
| Item 4                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                       | _                                                                                                               |                                                           |                                                                |                                         |                  |
| item 5                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                       | _                                                                                                               |                                                           |                                                                |                                         | -                |
| ltem 6                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                       |                                                                                                                 |                                                           |                                                                | -                                       | -                |
| item 7                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                       |                                                                                                                 |                                                           |                                                                |                                         | -                |
| Item 6                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                       | <del></del>                                                                                                     |                                                           |                                                                |                                         | - ]              |
| Item 9                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                       | _                                                                                                               |                                                           |                                                                |                                         | -                |
| tem 10                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                       |                                                                                                                 |                                                           |                                                                |                                         | -                |
| item 11                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                       |                                                                                                                 | <del></del>                                               |                                                                | \ <del></del> -                         | -                |
| llem 12                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                       | -                                                                                                               | 1                                                         |                                                                |                                         | -                |
| Any additional items list on separate a                                                                                                                                                                                                                                                                                                                                                            | heet                                                                                  | Additional hams                                                                                                 |                                                           |                                                                |                                         | -                |
|                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                       |                                                                                                                 |                                                           |                                                                |                                         | -                |
| ection III: Totals - Sum of no                                                                                                                                                                                                                                                                                                                                                                     | ste in each column                                                                    |                                                                                                                 | \$251,970                                                 |                                                                | \$280,032                               | 7                |
|                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                       |                                                                                                                 |                                                           |                                                                |                                         |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                       |                                                                                                                 |                                                           | Total)                                                         |                                         | =                |
|                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                       |                                                                                                                 |                                                           | Total)                                                         | (Total)                                 | =                |
| ection IV: Andrew of the account                                                                                                                                                                                                                                                                                                                                                                   |                                                                                       |                                                                                                                 | (                                                         |                                                                |                                         |                  |
| GOCTION TV: Analysis of new success<br>Total Base Year(previous agreement)                                                                                                                                                                                                                                                                                                                         | •                                                                                     |                                                                                                                 | (                                                         | Total)                                                         |                                         | -                |
| Total Base Year(previous agreement)                                                                                                                                                                                                                                                                                                                                                                | •                                                                                     |                                                                                                                 | NEW AGRE                                                  | EMENT ANALYSIS                                                 |                                         |                  |
| Total Base Year(previous agreement) <u>Effective Date (m/d/yyyy)</u>                                                                                                                                                                                                                                                                                                                               | •                                                                                     | 1/1/2012                                                                                                        | (                                                         |                                                                |                                         |                  |
| Total Base Year(previous agreement)  Effective Date (m/d/yyyy)  Percent Increase                                                                                                                                                                                                                                                                                                                   | •                                                                                     | <u>1/1/2012</u><br>1%                                                                                           | NEW AGRE                                                  | EMENT ANALYSIS                                                 | (Total)                                 |                  |
| Total Base Year(previous agreement)  Effective Date (m/d/yyyy)  Percent Increase  Total cost of increase                                                                                                                                                                                                                                                                                           | <b>\$</b> 251,970                                                                     |                                                                                                                 | NEW AGRE                                                  | 1/1/2013                                                       | (Total) 7/1/2013                        |                  |
| Total Base Year(previous agreement)  Effective Date (m/d/yyyy)  Percent increase  Total cost of increase  Total bess salary (successor agreement)                                                                                                                                                                                                                                                  | \$251,970                                                                             | 1%<br>\$2,498<br>\$248,560                                                                                      | NEW AGRE  7/1/2012  1%  \$1,248  \$249,808                | 1/1/2013<br>1%                                                 | (Total) 7/1/2013 1%                     |                  |
| Total Base Year(previous agreement)  Effective Date (m/d/yyyy)  Percent Increase  Total cost of increase  Total bees salary (successor agreement)                                                                                                                                                                                                                                                  | \$251,970                                                                             | 1%<br>\$2,498<br>\$248,560                                                                                      | NEW AGRE  7/1/2012  1%  \$1,248  \$249,808                | 1/1/2013<br>1%<br>\$3,844                                      | 7/1/2013<br>1%<br>\$2,396               |                  |
| Total Base Year(previous agreement)  Effective Date (m/d/yyyy)  Percent Increase  Total cost of increase  Total bees salary (successor agreement)                                                                                                                                                                                                                                                  | \$251,970                                                                             | 1%<br>\$2,498<br>\$248,560                                                                                      | NEW AGRE  7/1/2012  1%  \$1,248  \$249,808                | 1/1/2013<br>1%<br>\$3,844                                      | 7/1/2013<br>1%<br>\$2,396               |                  |
| Total Base Year(previous agreement)  Effective Date (m/d/yyyy)  Percent increase  Total cost of increase  Total base selery (successor agreement)  Section V: Impact of Settlet                                                                                                                                                                                                                    | \$251,970  ment - average annual in over term of agreement)                           | 1%<br>\$2,498<br>\$248,560<br>Increase over term of a                                                           | NEW AGRE  7/1/2012  1%  \$1,248  \$249,808                | 1/1/2013<br>1%<br>\$3,844                                      | 7/1/2013<br>1%<br>\$2,396               |                  |
| Effective Date (m/d/yyyy) Percent increase Total cost of increase Total best salery (successor agreement Section V: Impact of Settler Percentage impact (everage per year                                                                                                                                                                                                                          | \$251,970  ment - average annual in over term of agreement)                           | 1%<br>\$2,498<br>\$248,560<br>ncrease over term of a<br>1.00                                                    | NEW AGRE  7/1/2012  1%  \$1,248  \$249,808                | 1/1/2013<br>1%<br>\$3,844                                      | 7/1/2013<br>1%<br>\$2,396               |                  |
| Total Base Year(previous agreement)  Effective Daite (m/cl/yyyy)  Percent increase  Total cost of increase  Total bess salary (successor agreement  Section V: Impact of Settles  Percentage impact (everage per year over                                                                                                                                                                         | \$251,970  ant)  ment - average annual in over term of agreement)  term of agreement) | 1%<br>\$2,498<br>\$248,560<br>ncrease over term of a<br>1.00                                                    | NEW AGRE  7/1/2012  1%  \$1,248  \$249,808                | 1/1/2013<br>1%<br>\$3,844                                      | 7/1/2013<br>1%<br>\$2,396               |                  |
| Total Base Year(previous agreement)  Effective Date (m/d/yyyy)  Percent increase  Total cost of increase  Total bess salery (successor agreement Section V: Impact of Settles  Percentage impact (everage per year over)  Bection VI  Health Insurance (indicate costs assorted)                                                                                                                   | \$251,970  ant)  ment - average annual in over term of agreement)  term of agreement) | 1%<br>\$2,498<br>\$248,560<br>ncrease over term of a<br>1.00                                                    | NEW AGRE  7/1/2012  1%  \$1,248  \$249,808                | 1/1/2013<br>1%<br>\$3,844                                      | 7/1/2013<br>1%<br>\$2,396               |                  |
| Total Base Year(previous agreement)  Effective Date (m/cl/yyyy)  Percent increase  Total cost of increase  Total bees selecy (successor agreement  ection V: Impact of Settler  Percentage impact (everage per year over  ection VI  Health Insurance Indicate costs associated theiris Plan                                                                                                       | \$251,970  ant)  ment - average annual in over term of agreement)  term of agreement) | 1%<br>\$2,498<br>\$248,560<br>ncrease over term of a<br>1.00<br>\$5,112.00                                      | 7/1/2012<br>1%<br>\$1,248<br>\$249,808<br>greement        | 1/1/2013<br>1%<br>\$3,844                                      | 7/1/2013<br>1%<br>\$2,396               |                  |
| Total Base Year(previous agreement)  Effective Date (m/cl/yyyy)  Percent increase  Total cost of increase  Total bees salary (successor agreement  Ection V: Impact of Settler  Percentage impact (everage per year over  action Vi  Health Insurance (Indicate costs associated theirib Plan                                                                                                      | \$251,970  ant)  ment - average annual in over term of agreement)  term of agreement) | 1%<br>\$2,49B<br>\$248,560<br>ncrease over term of a<br>1.00<br>\$5,112.00                                      | 7/1/2012<br>1%<br>\$1,248<br>\$249,808<br>greement        | 1/1/2013<br>1%<br>\$3,844<br>\$253,852                         | 7/1/2013<br>1%<br>\$2,396               |                  |
| Total Base Year(previous agreement)  Effective Date (m/d/vvyv)  Percent increase  Total cost of increase  Total bess selecy (successor agreement  Ecction V: Impact of Settles  Percentage impact (everage per year over)  Ecction Vi  Heach insurance (indicate costs assortion)                                                                                                                  | \$251,970  ant)  ment - average annual in over term of agreement)  term of agreement) | 1%<br>\$2,49B<br>\$248,560<br>ncrease over term of a<br>1.00<br>\$5,112.00                                      | 7/1/2012<br>1%<br>\$1,248<br>\$249,808<br>greement        | 1/1/2013<br>1%<br>\$3,844<br>\$253,852                         | 7/1/2013<br>1%<br>\$2,396               |                  |
| Total Base Year(previous agreement)  Effective Date (m/ch/yyy)  Percent increase  Total cost of increase  Total bess salary (successor agreement  Ection V: Impact of Settler  Percentage impact (everage per year over  Doller impact (everage per year over  dection VI  Hearth Insurance (indicate costs associated)  Cost of Hearth Plan  Employee Contributions                               | \$251,970  ant)  ment - average annual in over term of agreement)  term of agreement) | 1%<br>\$2,49B<br>\$248,560<br>ncrease over term of a<br>1.00<br>\$5,112.00                                      | 7/1/2012<br>1%<br>\$1,248<br>\$249,808<br>greement        | 1/1/2013<br>1%<br>\$3,844<br>\$253,852                         | 7/1/2013<br>1%<br>\$2,396               |                  |
| Total Base Year(previous agreement)  Effective Date (m/d/yyyy)  Percent increase  Total cost of increase  Total base salary (auccessor agreement  Section V: Impact of Settler  Percentage impact (everage per year  Dotar impact (everage per year over in  Section VI  Heath insurance (industre costs assort  Cost of Heath Plan  Employee Contributions                                        | \$251,970  ant)  ment - average annual in over term of agreement)  term of agreement) | 1%<br>\$2,49B<br>\$248,560<br>ncrease over term of a<br>1.00<br>\$5,112.00                                      | 7/1/2012<br>1%<br>\$1,248<br>\$249,808<br>greement        | 1/1/2013<br>1%<br>\$3,844<br>\$253,852                         | 7/1/2013<br>1%<br>\$2,396               |                  |
| Total Base Year(previous agreement)  Effective Daite (m/cl/yyyy)  Percent increase  Total cost of increase  Total bess salary (successor agreement  Section V: Impact of Settler  Percentage impact (everage per year over  Section VI  Hearth Insurance Indicate costs associated to the salary Plan  Employee Contributions  Prescription  Cental  Vision                                        | #251,970  ment - average annual in over term of agreement)  term of agreement)        | 1%<br>\$2,49B<br>\$248,560<br>ncrease over term of a<br>1.00<br>\$5,112 00<br>\$5,112 00<br>\$84,573<br>\$3,688 | 7/1/2012 1% \$1,248 \$249,808 greement  **Sp2,565 \$3,707 | 1/1/2013<br>1%<br>\$3,844<br>\$253,852<br>\$100,110<br>\$6,339 | 7/1/2013<br>1%<br>\$2,396<br>\$256,048  |                  |
| Total Base Year(previous agreement)  Effective Daite (m/cl/yyyy)  Percent increase  Total cost of increase  Total bess salary (successor agreement  Section V: Impact of Settler  Percentage impact (everage per year over  Section VI  Hearth Insurance Indicate costs associated to the salary Plan  Employee Contributions  Prescription  Cental  Vision                                        | #251,970  ment - average annual in over term of agreement)  term of agreement)        | 1%<br>\$2,49B<br>\$248,560<br>ncrease over term of a<br>1.00<br>\$5,112 00<br>\$5,112 00<br>\$84,573<br>\$3,688 | 7/1/2012 1% \$1,248 \$249,808 greement  **Sp2,565 \$3,707 | 1/1/2013<br>1%<br>\$3,844<br>\$253,852<br>\$100,110<br>\$6,339 | 7/1/2013<br>1%<br>\$2,396               |                  |
| Total Base Year(previous agreement)  Effective Date (m/d/yyyy)  Percent increase  Total cost of increase  Total base salary (successor agreement)  Section V: Impact of Settler  Percentage impact (everage per year over the salary)  Section VI  Hearth Insurance (indicate costs associated in pact (everage per year over the salary)  Prescription  Dental  Vision  The Undersigned certifies | #251,970  ment - average annual in over term of agreement)  term of agreement)        | 1% \$2,498 \$248,560 ncrease over term of a 1.00 \$5,112 00  Base Year \$84,573 \$3,688                         | 7/1/2012 1% \$1,248 \$249,808 greement  **Sp2,565 \$3,707 | 1/1/2013<br>1%<br>\$3,844<br>\$253,852<br>\$100,110<br>\$6,339 | 7/1/2013<br>1%<br>\$2,396<br>\$256,048  |                  |